



Problems of Working Women in Islamabad: A Case of Four Public Organizations

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Abstract

Working women face many problems at the work place. Women workers face more challenges than male workers. For instance, being a working woman they are also house hold women and they have many responsibilities as well as professional responsibilities. They have to maintain balance between her home and career. Different problems such as attitude of society members and prejudice adversely affect the utilization of their talent and working abilities. The objectives of the study were to:(a) Find out the problems faced by the working women (b) Find out the attitude of their families towards working women (c)Check the existing status and security of the women. The study was a survey research type. Design of the study was a quantitative research. All the working women of Islamabad was population of the research study. The simple random sampling technique was used to select working women from various professions. Questionnaire was designed in order to collect data that was comprised of open ended and close ended questions. Population of the study was working women of Islamabad. Data were collected by personal visits. Questionnaires were distributed to a sample of 54 working women in Islamabad and thus data were collected. Data analysis were done through calculating mean score, percentage and frequencies. Result of the study shows that working women face multiple problems at workplace including, harassment, gender discrimination, work family adjustment and lack of support from the family. Study recommended that work organizations should provide a gender discrimination free environment and families might help and support working women to bring productivity and creativity in their work as this will help the families to lessen the financial burden.

Keywords: working women, Household, Balance, Career, working abilities

1. Introduction

1.1. Background

The contributions of women are crucial to the progress of the country. Housewives who cared for their husbands and children were the only women held in high regard in Pakistan. Women were not given the chance to participate fully in public life. Women in the workforce are excellent people with the same values and abilities as men. (Kagnicioglu, 2017) They have the potential to be just as valuable to society as men do. However, modern working women encounter a number of challenges. They face discrimination on the job at times. Women in the workforce confront greater obstacles in the family, workplace, and society than their counterparts in other regions of the world. Because of this, society may lose some of their best minds and hardest workers (Koneru, 2017). In order to provide for their families, women nowadays must work longer and harder than ever before (McLaughlin et al., 2017). They are tasked with working full time while also managing the household. If women work in a high-stakes setting, they may be expected to put in long hours, which can add stress to their lives. Workplace harassment is a reality for many women. Since many Pakistani households still employ the joint family system, wives often have to care for their husbands' extended families in addition to their own (Hussain, 2012).

1.2. Problem Statement

While employment benefits both working women and their families, the challenges they face in the workplace, in society, and at home have a negative impact on their effectiveness. Women in the workforce confront the greatest challenge of having many responsibilities. Women often take on a variety of roles, including managing their careers, their homes, and their communities. They were in a bind because of a work-family conflict. Another issue that comes up for women in the workforce is a lack of family support. Women are not encouraged to leave housework for the workforce. The lack of safety in the workplace is another big problem that women encounter. Women are disproportionately affected by workplace violence and criminality because of inadequate safety measures. Women frequently become victims of sexual harassment on the job, and this is a serious issue for women in the workforce.

1.3. Objectives of the Study

The objectives of the study were to:

- Find out the problems faced by working women.
- Find out the attitude of their families towards working women.
- Explore the existing status and security of the working women.

1.4. Research Questions

The following research questions were addressed:

- What are the problems faced by working women?
- What is the attitude of their families towards working women?
- What is the existing status and security of the working women?

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1.5. Significance of the Study

This research will assist scholars in better understanding the current situation of women in our society, particularly in Islamabad, and will emphasize the issues confronting working women. It will aid in the discovery of potential solutions to difficulties encountered by working women. This study emphasizes the significance of working women's current status and security so that women can realize their own worth and ability to deal with challenges in a variety of ways. It will aid future researchers in their studies of working women's issues in Pakistan.

2. Literature Review

In Pakistan, women have always been disadvantaged compared to males of equal social standing. As a consequence of social, cultural, and religious factors, women are less likely to enter the workforce. Historically, social and cultural factors have prevented the majority of women from joining the workforce. However, due to recent societal changes such as rising economic pressures, expansion of educational facilities, and increased access to learning, an increasing number of women are entering the workforce at all levels (McLeod, 2022). Throughout Pakistan's history, Muslim women have been subjected to numerous unwelcome restrictions due to Islamophobia. Women are taught to remain within the confines of their homes and to avoid contact with unrelated males. These prejudices continue to exist in society, and women, especially professional women, face numerous obstacles. (2008). (Hussain, 2008). There were more family issues among working women with demanding schedules than among those with flexible schedules. Working lengthy hours contributes to family conflict (Kumar & Maral, 2015).

3. History of Women Workers

3.1. Ancient Women in the Workforce

Ancient Egyptian women had a great deal of freedom. They were permitted to enter and exit at will. They may own property and execute contracts. The majority of women, however, labored from home. Due to the fact that most homes were self-sufficient, there was much labor to be done. The woman dressed the family and prepared sustenance, such as preparing bread by grinding grain into flour. In the Bible, wealthy families kept their wives occupied organizing slaves. The Book of Proverbs describes an ideal wife. She contemplates a field and purchases it, the author writes. In addition to sewing clothes for her family, the ideal lady sells clothes to merchants. Evidently, the ideal woman was a diligent worker (Finch and Groves, 202). In Ancient Greece, the wife was expected to manage the household and, at times, the family's finances. Rich women, on the other hand, would typically remain at home and delegate their purchasing to slaves. Obviously, impoverished women had no alternative. In addition, they may be required to assist their husbands with farm labor (Lakshmi and Prasanth, 2018). Even affluent women were expected to spin, weave, and sew fabric. In ancient Rome, women were permitted to own and inherit property, and some even ran businesses. Lydia, who sold purple fabric, is mentioned in the New Testament. Some wives assisted their spouses in a variety of businesses, especially in luxury industries like perfumery. In addition, some women held positions as priestesses, midwives, and hairdressers (Shehzad, 2001).

3.2. Women's Employment in the Middle Ages

During the Middle Ages, people spun fleece, prepared meals, and cleaned. Women were responsible for doing laundry, preparing bread, milking cows, feeding livestock, brewing beer, and gathering firewood. During the Middle Ages, some middle-class women operated their own businesses (Bhola and Nigade, 2016). In England, the enigmatic kemps operated a brewery and, later, a horse mill where horses were used to process corn. During the Middle Ages, some women worked as weavers, brewers, jewelers, parchment manufacturers, and glovers. Women frequently assisted their husbands with their employment in medieval towns. Sometimes, a deceased man's widow would continue his business (Yadav and Dabhade, 2014).

3.3. Women in the Workforce in the Nineteenth Century

The Industrial Revolution altered nineteenth-century British lifestyle. It shifted from a country where the majority of the population lived in rural areas and worked in agriculture to one where the majority of the population lived in cities and worked in industry. Typical working conditions in early nineteenth-century Britain were deplorable, but the government enacted protections for women and children. A law passed in 1842 prohibited women and children under the age of ten from clandestine labor. Then, in 1847, the Factory Act stipulated that women and children could only work 10 hours per day in textile mills. In 1867, the law was expanded to include all enterprises. (A factory was defined as a place where more than 50 people were employed in a manufacturing operation). A law enacted in 1878 prohibited women from working more than 56 hours per week in factories. Domestic service was a common occupation for women in the nineteenth century. In 1874, the first successful typewriter was introduced, and in 1876, the telephone was invented. As a consequence of these two new discoveries, women's employment prospects would improve. Late in the nineteenth century, new technologies expanded women's opportunities. In conclusion, technological and economic transformation altered the lives of women (Sharma et al., 2019).

In 1849, Elizabeth Blackwell became the first female physician in the United States. In 1865, Elizabeth Garrett Anderson became the first female physician. In 1895, Lilian Lindsay became the first woman to practice dentistry in the United Kingdom. In 1898, Ethel Charles was the first woman in the United Kingdom to certify as an architect. Florence Nightingale and Mary Seacole were two nineteenth-century women of note. They transformed nursing care. Elizabeth Fry made substantial contributions to the early nineteenth-century jail reform movement. The nineteenth century also produced a number of notable female authors (Vasumathi, 2018).

3.4. The Work of Women in the 20th Century

In 1919, Nancy Astor became the first female British member of parliament, and in 1929, Margaret Bond Field was the first female cabinet minister. In 1979, Margaret Thatcher became the first female Prime Minister of the United Kingdom. In 1916, Jeannette Rankin was elected as the first woman to the House of Representatives. Rebecca Latimer Felton became the nation's first female senator in 1922. In 1925, Nellie Tylor Ross became the first female governor of a U.S. state. In the twentieth century, more opportunities were made available to women. In 1910, Los Angeles appointed its first female police officer. In 1914, the United Kingdom employed the first female police officers. The Sex Disqualification Removal Act of 1919 allowed women to become attorneys, veterinarians, and civil servants (Carrie Morrison became the first female attorney in Britain in 1922). In 1922, Irene Barclay became the first British woman to become a chartered surveyor. In 1958, Hilda Harding was appointed the first female bank superintendent in the United Kingdom. In 1976, Mary Langdon became the first woman to serve as a firefighter in the United Kingdom (Kumar and Sunder, 2012).

However, in the early 20th century, employment for married women was uncommon (except during wartime). During the 1950s and 1960s, it became commonplace for them to do so, at least part-time. New domestic technologies facilitate women's wage-earning labor. Before the twentieth century, housework required so much time that married women were unable to work. The economy changed simultaneously. The decline of the manufacturing sector, coupled with the expansion of the service sector, has created increased opportunities for women. Because of technological and economic development, women's equal rights were inevitable. The Equal Pay Act was enacted in 1963 in the United States. Employers were required to pay men and women the same wage for the same labor. 1970 saw the passage of a comparable law in the United Kingdom. In 1975, the United Kingdom passed the Sex Discrimination Act. It made illegal discrimination against women in employment, education, and training. Women are invisible and disorganized; unable to articulate their difficulties, they fail to attract the attention of researchers. However, the situation is swiftly changing. Women's labor force participation increased progressively during the mid-1980s (Jahan and Mahtab, 2007).

According to the 2012 World Development Report, only 28% of Pakistani women participate in the labor force. Compared to other countries, such as Vietnam, where the proportion of female laborers is 77%, this figure may be regarded as disgraceful. According to the 2011 Pakistan Employment Trends Report from the Pakistan Bureau of Statistics, the percentage of employed women in Pakistan has increased from 16.3% in 2000 to 24.4% in 2011. This equates to an additional 7 million female labor force entrants over a period of 11 years (Hoge, 2010).

3.5. Significant Challenges Confronting Pakistani Working Women

Men and women are the pillars of society; no civilization can flourish without their participation in all aspects of existence. In terms of capabilities, women and males are equally capable. They work as doctors, teachers, and attorneys, among many other professions, but society does not recognize their legitimacy, and working women in Pakistan encounter numerous obstacles. They are disregarded in decision-making and not promoted to higher positions, even when they are qualified. Garg and Dawra (2017) outline a number of the most pressing issues facing working women.

Equal remuneration was a hotly debated topic in the context of the problems facing working women. In some industries, women are considered inexpensive labor and are compensated less than men. A woman is legally entitled to the same wage as her male coworkers for the same form of work. Nevertheless, gender discrimination persists, as many companies continue to disregard these recommendations and pay women less than men (Nilsson, 2004). Men and women are paid differently. In a more corporate setting where men and women perform equally well, this distinction is a woman's greatest obstacle. A woman desires recognition for her skills and effort, not for her gender. Because she is a woman, it is unfair if she does not earn as much as her esteemed counterpart. Despite the fact that there are currently more women in high-status positions than men, on average women earn less than men. There is a pay gap between men and women worldwide, with women earning approximately 77.1% of what men earn per hour worked. It is essential to observe, however, that the wage gap between men and women has decreased from over 60% in the 1960s to 30% in the 1990s. In Europe, women earn 16% less than men on average, but it is essential to note that this disparity is leveling off (Goyal and Parkash, 2011).

According to the 2006 Human Development Report, Pakistan rates 66th out of 75 nations in terms of persistent wage disparities between men and women. Multiple additional sources corroborate that the gender pay gap has existed in the United States for decades. (Nasir and Siddique, 2006) Women's earnings are significantly lower than men's, even when they offer the same level of productivity at work. The private and public sectors are still far behind on this issue, as males are sometimes given unfair advantages over women. Males should not be treated differentially on the basis of their gender by their employers. Many companies have an unofficial policy of not employing women due to the likelihood that they will marry and leave, have children and leave, etc. This is flagrant discrimination that denies women numerous opportunities (Yadav and Yadav, 2014). Regarding the remuneration of women at work, gender has caused a slew of problems. There is a long-held belief that women are less capable than men and, consequently, deserve a lower salary (Dashora, 2013).

This is the greatest challenge facing Pakistani working women. Men presume that when a woman leaves her home and enters the world, she is simple to choose. Regardless of whether he is her employer or colleague, he views it as a reward. Lady maintains her silence and forgoes her 'right to communicate' in order to maintain her employment and status. Because the victim is always held accountable in harassment cases. Sexual harassment in the workplace is a major concern for women in the workforce. Additionally, women who work the night shift are more susceptible to these types of assaults. Nurses, for instance,

face this issue on a daily basis. In hospitals, nothing is done to combat and address the threats they face. As a consequence of such blatant disregard for current Indian law, sexual harassment in the workplace continues to increase (Antler, 2001).

It is difficult to balance work and personal life. Work and residence each have distinct requirements that must be satisfied. When you're raised in a Pakistani family, you're more likely to put your family's demands ahead of everything else, because you're always taught that 'family comes first.' It's crucial to make time for your family. Let's just say that juggling professional and domestic responsibilities is difficult. Working women face a second dilemma: they believe that their home is their original domain, which they must protect at all costs (Rajesh and Manesh, 2015). Married women confronted more obstacles than single women. Despite their supportive or cooperative attitude, their children are notably neglected, despite the fact that their spouses are cooperative with them. Anwer and Shafique (2012) note that unmarried women continue to encounter obstacles such as transportation and balancing personal and social life.

Almost undoubtedly, if you are a married working woman, you will occasionally have to deal with your husband's fears. Even if your spouse is supportive and does not mind you working, his ego will occasionally prevail. Some Pakistani men believe that men are responsible for providing for their families and may view your achievements as a threat. Your interactions with male coworkers may offend others. You must proceed with caution when discussing your professional life with your spouse. Threatening him in any fashion could lead to a multitude of problems. The duties of women were restricted to housework and domestic matters. In a society dominated by men, working women confronted significant levels of exploitation (Kumar and Sundar, 2012).

Despite the adoption of EU legislation addressing gender discrimination, more women (6.9%) than men (5.6%) report experiencing workplace discrimination. Nonetheless, employed women continue to face discrimination in the workplace. Women in the workforce are frequently denied promotions and advancement opportunities, but this is not always the case. The majority of working women are still denied equal pay under the Equal Remuneration Act of 1976 and are paid less than their male counterparts (Pahuja, 2016). This is common in labor-intensive industries and factories. Men and women should receive equal pay for the same work, without discrimination (Alrai, 2007). The majority of female employees were dissatisfied with their career development programs, and women encounter discrimination in terms of career advancement opportunities. Organizations should work to ensure that their career development programs are tailored to assist women in advancing their careers. Top management should be committed to career development, and organizations should implement affirmative action to expeditiously resolve women's career development (Butler, 2023).

It is true that a healthy woman builds a healthy community. Deshmukh (2018) defines health as "a state of complete physical, mental, and social well-being" rather than "the absence of disease or infirmity." A woman's many roles impact not only her own health and well-being, but also those of her family as a whole. She is more exhausted and has less free time as a result of the extreme stress and strain she experiences while juggling an outside job with domestic responsibilities, child care, and care for the elderly. At the expense of her leisure time, a working woman's total number of hours labored rises. Despite increased female education and employment, women are still required to fulfill their traditional duties of cooking, parenting, and other housework (Pahuja, 2016).

Anthropologists and sociologists praise the universal nature of the family as a social institution. A social group characterized by communal living, economic cooperation, and procreation. Consequently, the family is the most essential and fundamental unit where affection and care are sown and nurtured. Mothers perform an essential role in every family. Because mothers are more devoted to their offspring, they are better able to allocate resources to them (Standing, 2022). The disintegration of joint families and the emergence of nuclear families place a significant strain on the time allocation of working women (Anila and Krishnaveni, 2016).

People with mental health issues may have inferior health, increasing their risk for chronic disease. The status of women is significantly correlated with their economic situation, which depends on their opportunities to participate in socioeconomic activities (Kazi, 2005). The economic status of women is now acknowledged as a critical indicator of societal progress. As a result of the complex interaction of biological, psychological, and social factors, women suffer from a wide variety of medical and mental maladies, including behavioral issues. Shift work (work scheduled outside of standard daylight hours, such as 9 to 5) can be extremely stressful for women who work shifts. As a consequence of such day-to-night shifts in employment, women experience physical and mental harm. It will also hinder their concentration, memory, and focus (Naqvi, 2002).

Regardless of their position or classification at work, working women continue to be viewed as the family manager at home. They are expected to return home at a certain time, cook, tidy, and take care of family matters. In truth, men who help around the house are sometimes the target of jokes from their male friends. This is extremely challenging for women who lack domestic support and must do everything alone. Anil and Krishnaveni (2016) found that working women with flexible duty schedules experience more family problems than working women with fixed duty schedules. Due to sociocultural issues in their families and the refusal of their male relatives, women are unable to work in offices. In contrast, these families expand the domestic duties of their working women. In addition to psychological and physiological difficulties, women have trouble justifying their labor (Narejo, 2011).

Married working women cannot travel or go on excursions without answering awkward questions from the majority of their family and relatives. This is particularly true for married women with successful careers. Their professional duties frequently rely on the support and comprehension of their family members (Naz, 2009). A married man can go on lengthy business trips

outside of his native city without his family or peers raising an eyebrow or asking questions, whereas his equally successful wife would be criticized. As a consequence, women are frequently forced to decline travel-required jobs or accept not being promoted (Naqvi, 2002).

Female workplaces are frequently inadequately designed so that women can feel comfortable during work hours and breaks. Employers' inhospitable and repressive behavior is not unique to our culture; rather, it is a global problem and a byproduct of the capitalistic approach, in which the true objective of any entrepreneur is profit maximization, not human welfare (Morrison, 2004).

4. Research Methodology

This study was exploratory in nature and seeks to identify the problem faced by women. It was a quantitative research. The design of proposed study was a survey research type. Cross sectional survey design was used to collected information from population at a single time. All the working women in Islamabad were the population of the research study. The people covered by the study were the teachers, bankers, doctors, lawyers and working women of commercial organizations of Islamabad. The sample of 54 respondents was selected through simple random sampling technique. A self-developed questionnaire was developed. The questionnaires were consisted of close ended and open ended questions. The item in the questionnaires was included working women problems like sexual and mental harassment, promotions issues, family care issues, discrimination based on gender safety and security issue etc. The questionnaire was developed in consultation with the experts. Data was collected by personal visits. Questionnaires were distributed to a sample of 54 working women in Islamabad and thus data were collected. Data analysis were done through calculating the mean score, frequency and percentage.

Table 1: Data Analysis and Interpretation

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	mean	Total
Percentage Frequency	Percentage Frequency	Percentage Frequency	Percentage Frequency	Percentage Frequency		Percentage Frequency
Working Women face problems						
20.37%(11)	59.25%(32)	14.81%(8)	1.85%(1)	3.7%(2)	3.62	100%(54)
Lack of family support						
7.40%(4)	35.18%(19)	31.48%(17)	16.62%(9)	9.25%(5)	3.33	100%(54)
Favorable						
5.55%(5)	29.26%(16)	37.07%(2)	24.07%(13)	3.70%(2)	3.48	100%(54)
Working women face difficulties in attending family functions						
12.96%(7)	42.59%(23)	24.07%(13)	20.37%(11)	0	3.09	100%(54)
Victim of Sexual Harassment						
5.55%(3)	29.62%(16)	37.07%(20)	24.04%(13)	3.70%(2)	3.38	100%(54)
Victim of crime						
9.25%(5)	24.07%(13)	24.07%(13)	31.48%(17)	11.11%(6)	4.01	100%(54)
Working women Face stress caused by multiple roles						
25.92%(14)	57.40%(31)	9.25%(5)	7.40%(4)	0	3.55	100%(54)
Working women face Mental pressure						
25.29%(14)	40.74%(22)	9.25%(5)	16.66%(9)	7.40%(4)	2.68	100%(54)
Discrimination problems at work place						
20.37%(11)	50%(27)	14.81%(8)	11.11%(6)	3.70%(2)	4.38	100%(54)
Discrimination creates stress in the life of working women						
33.33%(8)	44.44%(24)	11.11%(6)	7.40%(4)	3.70%(2)	2.88	100%(54)
Working women face security problems at work place						
14.81%(8)	20.37%(11)	25.92%(14)	31.48%(17)	7.40%(4)	2.87	100%(54)
Working women feel hesitant to work with male colleague						
16.66%(9)	20.37%(11)	16.66%(9)	25.92%(14)	20.37%(11)	3.68	100%(54)
Working women are treated differently at work place						
22.22%(12)	40.74%(22)	12.96%(7)	18.51%(10)	5.55%(3)	3.61	100%(54)
Working women receive respect from their colleague						
33.33%(18)	35.18%(19)	20.37%(11)	9.25%(5)	1.85%(1)	3.03	100%(54)
Working women are treated equally						
12.96%(7)	24.07%(13)	24.07%(13)	31.4%(17)	7.40%(4)	3.96	100%(54)

Table shows that 20% Working Women answered that they are strongly agreed to the statement that they face problems at work place .Round about 59% were agreed to the statement,14% respondent were neutral ,about 1% were disagreed, whereas 3% respondent were strongly disagreed with that. Table depicts that 7% respondent were strongly agreed that they lack of family support,35% were totally agreed with that ,31% were neutral, round about 16% respondent were disagreed, and 9% respondent with that. About 5% respondent were strongly agreed that attitude of their families is favorable,29% were agreed to the statement, round about 37% were neutral, whereas 24% respondents were totally disagreed with that and only 3% respondent were strongly disagreed to the statement.

Table reveals that about 12% respondents were strongly agreed to the statement that they face difficulties in attending family functions, totally 42% respondent were agreed to the statement, 24 %were neutral , 20% were disagreed and 0% were strongly disagreed to the statement . Table shows that 5% respondent were strongly agreed to the statement that they face victim of sexual harassment ,round about 29% respondent were agreed ,37% were neutral ,24% were disagreed and only 3% respondent were strongly agreed to the statement. About 9% respondents were strongly agreed to the statement that they victim of crime at work place , 24% were agreed ,24% respondent were neutral,31% were disagreed and 11% respondent were strongly disagreed to the statement .

Table shows that 25% respondents were strongly agreed to the statement that they face stress caused by multiple roles totally 57% were agreed to the statement.9% were neutral ,7% were disagreed and 0% respondents were strongly disagreed to the statement. Table depicts that 20% respondents were strongly agreed to the statements that they face discrimination problems at work place. Totally 50% were agreed to the statement 14% were neutral ,11% were disagreed and 3% respondents were strongly disagreed to the statement. About 33% respondents were strongly agreed to the statements that discrimination creates stress in the life of working women . 44% were agreed to the statement 11% were neutral ,7% were disagreed and 3% respondents were strongly disagreed to the statement.

Table displays that 14% respondent were strongly agreed to the statements that working women face security problems at work place. Totally 20% were agreed to the statement 25% were neutral ,31% were disagreed and 7% respondents were strongly disagreed to the statement. Table indicates that 16% respondent were strongly agreed to the statement that working women face adjustment problems at work place. 20% were agreed to the statement 16% were neutral ,25% were disagreed and 20% respondents were strongly disagreed to the statement. Table reveals that 22% respondent were strongly agreed to the statement that working women are treated differently at work place.40% were agreed to the statement 12% were neutral ,11% were disagreed and 5% respondents were strongly disagreed to the statement.

About 33% respondent were strongly agreed to the statement that working women receive respect from their colleagues at work place. 35% were agreed to the statement 20% were neutral ,9% were disagreed and 1% respondents were strongly disagreed to the statement. About 12% respondent were strongly agreed to the statement that working women are treated equally at work place. 24% were agreed to the statement 24% were neutral ,31% were disagreed and 7% respondents were strongly disagreed to the statement.

Table 2: Types of problems working women face at work place

Statement	Frequency	Percentage
Discrimination problem	20	37.07%
Harassment	15	27.77%
Work load	30	55.55%
Stress	34	62.96%
Work place adjustment	10	18.51%
Security problems	5	9.25%
Don't face any problem	20	37.07%

Table indicates that 37% respondents argued that they face discrimination problems. Round about 27% respondents said that they face harassment problems,55% respondents face work load problem,62% respondents face stress problem,18% respondents face work place adjustment problem,9% respondents face security problems and 37% respondents argued that they don't face any problems at their work place.

Table 3: Working women face problems related to their family life

Statement	Frequency	Percentage
Problem of work family balance	27	50%
Lack of family support	15	27.77%
Don't face any problem	12	22.22%

Table shows that 50% respondentsface problem of work family balance,27% respondents face problem of lack of family support and 22% respondents don't face any problem related to their family life.

Table 4: Attitude of working women families towards their work

Statement	Frequency	Percentage
Supportive	9	16.01%
Favorable	15	27.77%
Satisfactory	12	22.22%
Unfavorable	10	18.22%
Not satisfactory	8	14.81%
Total	54	100%

Table shows that 16% respondents argued that attitude of their families is supportive, 27% respondents said that attitude of their families is favorable, 22% respondents said that attitude of their families is satisfactory, 18% respondents argued that attitude of their families is unfavorable and 14% respondents said that attitude of their families is not satisfactory.

Table 5: Working women face security problems

Statement	Frequency	Percentage
Problem of harassment	20	37.03%
Transport problem	8	14.81%
Don't face any problem	26	48.14%
Total	54	100%

Table reveals that 37% respondents face harassment problems, 14% respondents face transport problems and 48% respondents don't face any security problems

5. Summary

In this research researchers have highlight the problems of working women in Islamabad. Researchers have highlight that double responsibility, discrimination in wages, male dominancy, uneven working hour, longing working hours, transport issues, stress, adjustment problems, security problems and male behavior at work place trouble to women worker to survive in society. Women do multiple roles like managing work at their work place, manage family at home and fulfill other responsibilities toward the society. They faced a dilemma in managing work family problem. The objectives of the study were to: (1) Identify the problems faced by working women. (2) Find out the attitude of their families towards working women (3) Explore the existing status and security of the women. The study was delimited to working women of Islamabad. Research questions of the study were (a) What are the problems faced by working women? (2) What is the attitude of their families towards working women? (3) What is the existing status and security of the working women? This research will help researchers in understanding present status of women in our society especially in Islamabad and highlight the problem of working women. It will help to find out possible solutions for problems faced by working women. The study was delimited to working women of Islamabad. Researchers have described the methodology as researchers have used survey technique and random sampling method to collect data through questionnaire. Population for research was that of the working women of Islamabad. Data analysis were done through calculating the mean score. Researchers have taken sample of 54 respondents. Research proves that a lot of problems are still facing by women due to social and cultural constraints. Working women having less salary from their male colleagues due to their gender specification. Males are considered prior to female workers, uneven working hours, double responsibility of house hold and work place harassment and transport issues. Working women face discrimination problems at work place that enhance the level of stress and working women cannot pay attention to their work properly. Family plays an important role in working women's life to be reproductive and confident, to participate in every field of life. Working women have to face numerous problems related social cultural and relational constraints.

6. Findings

- Research shows that majority of 59% respondents were agree to the statement that they face problems.
- Research indicates that majority of 35% respondents were agree to the statement that they face lack of family support.
- According to research majority of 37% working women were neutral that the attitude of their families was favorable.
- Research reveals that majority of 42% respondents were agree to the statement that they faced difficulties in attending family functions.
- Research depicts that majority of 37% respondents were neutral to the statement that they became victim of sexual harassment.
- Research shows that majority of 31% respondents were disagree to the statement that that became victim of crime at work place.
- Research displays that majority of 57% respondents were agree to the statement that they face stress caused by multiple roles.
- Research indicates that majority of 40% respondents were agree to the statement that they face mental pressure.

- Research reveals that majority of 50 % respondents were agree to the statement that they face discrimination problems at work place .
- Research depicts that majority of 44% respondents were agree to the statement that discrimination creates stress in their life.
- Research shows that majority of 31% respondents were disagree to the statement that they face security problems at work place.
- Research indicate that majority of 25% respondents were disagree to the statement that they face adjustment problems at work place.
- Research shows that majority of 40% respondents were agree to the statement that they working women are treated differently at work place.
- Research reveals that majority of 35% respondents were agree to the statement that that receive respect from their colleagues.
- Research shows that majority of 31% respondents were disagree to the statement that they are treated equally at work place.
- Research indicates that 62% respondent face stress problem at work place. Working women face stress problem more than any other problems.
- Research depicts that 50% respondents argued that they face work family balance problem
- Research depicts that 27% respondents argued that attitude of their families is favorable.
- Research shows that 48% respondents argued that they don't face any security problem.

7. Conclusion

Based on the study findings it can be concluded that major problems in working women's way is Heavy work load, Discrimination, Work family balance, Security problems, Time management, Harassment, Unfavorable attitude of families and Adjustment problems. Working women argued that they lack family support and attitude of their families were unfavorable. Working women cannot give proper time to their families. Working women face the problem of work family balance. They cannot attend family functions properly due to heavy work load. Working women argued that they did not become victim of sexual harassment and different crimes at work place. Working women argued that they receive respect from their colleagues. Working women face stress caused by multiple roles. This results in mental pressure. This mental pressure does not allow working women to fully pay attention to their home and family. Stress is the most common problem faced by working women. Working women said that they face discrimination problems at work place that enhance the level of stress and working women cannot pay attention to their work properly. Working women argued that they were treated differently at work place. Working women argued that they did not face security and adjustment problems at work place.

7.1. Recommendations

The following recommendations were given to solve the difficulties of working women in light of the current study. The authorities may take note that there may be necessary facilities for working women, such as less working hours and a lighter workload on working women. Working women may experience less stress if they have less hours to devote to their jobs and families. Providing self-security might be beneficial to working women. The authority may establish adequate working conditions to ensure that there is no hostile environment for working women..The supervisor may enforce the same rules and regulations on employees. Working women may not require more time. Working conditions may be improved to the satisfaction of working women to some extent. The supervisor may form a committee to rigorously monitor male coworkers' conduct at work so that they never harass another working lady again. Media awareness raising campaigns can help to change the negative attitudes of society members. A person accused of sexual harassment may face harsh punishment or be fired from their employment to ensure that such offenses do not occur again at work.

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